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| Policy Number  | 6.10                        |
| Approval Body  | Executive Committee         |
| Policy Officer | VP Finance + Administration |
| Approval Date  | April 2012                  |

## 6.10 DEALING WITH THREATENING BEHAVIOUR

### ENABLING LEGISLATION + LINKED POLICIES

*University Act – various sections*

*Workers Compensation Act*

*WorkSafe BC Occupational Health + Safety Regulations*

*Emily Carr University of Art + Design Policies*

8.6      *Harassment*

4.6      *Student Conduct*

6.6      *Occupational Health + Safety*

### OBJECTIVE

Emily Carr University of Art + Design (University) is committed to providing a safe environment for all members of the community to work and study without threats to their personal safety.

The objective of this policy is to define the roles and responsibilities in response to threatening or abusive behavior and provide an outline of the appropriate responses to be taken in the event of threats or threatening behavior.

### SCOPE

This policy applies to all members of the University community, including faculty, staff, administrators, students, contractors and visitors to the University campuses.

### POLICY

1. Abusive or threatening behavior or violence as defined in this policy are not acceptable standards of conduct at the University. All reports of this type of behavior will be investigated by the Threat Assessment Team.
2. Individuals responsible for abusive or threatening behavior or violence may be required to immediately leave the University premises and may forfeit the right to access the University.
3. The University reserves the right to implement appropriate disciplinary procedures, which may include suspension. Individuals under investigation for threat of harm to self or others may be required to take a leave from their studies, employment, contract or visitation and the University premises until a threat assessment has been completed.

## **RESPONSIBILITIES**

1. The Threat Assessment Team is responsible for conducting risk assessments for all reported incidents of abusive or threatening behavior or incidents of violence. The purpose of the Threat Assessment Team is to recommend management strategies that take into consideration the health and safety of all community members by:
  - a) Assessing risk of harm to self and/or others
  - b) Assessing likelihood of re-occurrence of threat or violence
  - c) Determining if a person may be managed with existing resources
  - d) Presenting management strategies options for the University

The Threat Assessment Team is comprised of the:

- a) Registrar;
- b) Coordinator of Counseling Services; and
- c) Occupational Health + Safety Coordinator.

Dependent upon the nature of the threat, the Threat Assessment Team may bring in other members on a case by case basis.

2. The President + Vice-Chancellor has the authority to suspend any student for violations of the Student Code of Conduct Policy and the authority to suspend any member of the teaching and administrative staffs and any officer or employee of the University.
3. The President + Vice-Chancellor, Vice President Academic + Provost and Vice President Finance + Administration have the authority to temporarily remove any student from campus and classroom activities who may pose a threat to self or others for the duration of a risk assessment.
4. The Executive Committee is responsible for ensuring the Threat Assessment Team has the means and resources to conduct their work as appropriate and has been provided with appropriate training.
5. University management is responsible for ensuring all members of the community are aware of acceptable behaviors, the consequences should these behaviors not be met and that community members have a responsibility to report any incidents of abusive or threatening behaviour or violence to a member of the Threat Assessment Team.
6. Community Members (faculty, staff, administrators, students, contractors, visitors, etc.): Abusive or threatening behavior or violence are behaviors that are not acceptable to the University and it is expected that all community members comply with this policy. Community members have a responsibility to report any abusive, threatening or violent behavior to a member of the Threat Assessment Team.

## **DEFINITIONS**

Abusive or Threatening

Behavior:

includes any statement or conduct that may cause a reasonable person to believe their own or another person's personal safety is at risk or that property is at risk of damage, destruction or loss.

Violence:

any act or attempted act of a physical nature that either causes or is intended to cause physical injury or damage, destruction or loss of property.

Threat Assessment Team:

University group tasked with leading all investigations into abusive and threatening behavior or violence with the purpose of recommending case management strategies to provide for the health and safety of the University's community.

## **POLICY SUPPORTS**

6.10.1 Threat Assessment Team Procedures

Guidelines for Responding to Threatening or Violent Behaviour (available from Threat Assessment Team)

Classroom Management Strategies (available from Threat Assessment Team)